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ABSTRACT

This six-part survey can be used to assess attitudes within a community about women in nontraditional occupations. Results of the survey can be used to guide efforts to improve the training, placement, and retention of women in nontraditional occupations. The six parts of the survey assess the following: (1) Part A asks respondents to indicate to what extent they agree with 15 statements about working women in general and women in nontraditional occupations in particular; (2) Part B asks respondents to indicate what they believe are the three most important reasons for increasing the number of women in nontraditional occupations in their community; (3) Part C asks respondents to indicate what they believe are the three main reasons why women in their community do not enter nontraditional training; and (4) Parts D, E, and F ask respondents to indicate their sex, race or ethnicity, and role in the employment and training system. Forms and instructions for tallying survey results are included at the end of the survey package. (KC)

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ED 363 757

Wider Opportunities for Women, Inc.

A nonprofit tax-exempt Women's Employment Organization
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THE NONTRADITIONAL SURVEY:

ASSESSING YOUR COMMUNITY'S CAPACITY FOR NONTRADITIONAL TRAINING

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

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Prepared by:

The Nontraditional Employment Training (NET) Project

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INSTRUCTIONS FOR ADMINISTERING THE NET NTO SURVEY

The purpose of WOW's NET NTO survey is to provide an assessment of attitudes within the community about women in nontraditional occupations (NTOs) that can be used to guide efforts to improve the training, placement, and retention of women in NTOs. THIS IS NOT A SCIENTIFIC INSTRUMENT; it is simply a tool WOW has developed and used that has been helpful in assessing the barriers in a community to training women for NTOs and what the selling points may be. WOW uses this survey in conjunction with in-depth interviewing of key leaders in a community from the private industry council (PIC) and a community-based women's organization. It consists of six parts:

- **Part A** asks respondents to indicate to what extent they agree with 15 statements about working women in general, and women in NTOs in particular. The results of this section will enable you to determine the extent to which you will need to undertake educational efforts to teach the employment and training system and the community-at-large about nontraditional occupations and working women. The accompanying sheet on myths and facts about nontraditional work can be used to discuss Part A with respondents after they have completed the survey, as well as a resource for educating the community about nontraditional jobs for women.

- **Part B** asks respondents to indicate what they believe are the three most important reasons for increasing the number of women in nontraditional occupations in their community. This section assesses the benefits to training women in NTOs in your community and the results will help you ascertain how to "sell" a nontraditional training effort to the employment and training system and to the community. For example, if survey respondents indicate that the most important reasons for training, placing, and retaining women in nontraditional occupations are increasing the PIC's overall average wage at placement, meeting the goals of the NEW Act, and providing women with a route out of poverty, then these reasons should be emphasized in program promotional materials and presentations. If you break down the results of the survey by type of respondent, you can also determine, for example, what employers think the three most important reasons are, what PIC Board members think, etc., enabling you to further target your promotional materials and presentations to particular audiences.

- **Part C** asks respondents to indicate what they believe are the three main reasons why women in their community do not enter nontraditional training. In contrast to Part B, which assesses the benefits of nontraditional training, this section assesses the barriers. The results of this section will help you ascertain the strategies you may want to undertake in your community to improve the employment and training system's ability to train, place, and retain women in nontraditional occupations. If you have a nontraditional leadership team in your community, this section can guide them in selecting the three most significant barriers women have to NTO training. The team should then brainstorm strategies to overcoming these barriers. Depending on the barriers, potential strategies could range from distributing public service announcements and flyers to educate women about nontraditional work to restructuring the intake and assessment system of community employment and training centers.

- **Parts D, E, and F** ask respondents to indicate their sex, race/ethnicity, and role in the employment and training system. For surveying an entire service delivery area, WOW recommends having approximately 300 people complete the survey. Respondents should include a balance of men and women, reflect the racial/ethnic composition of the area, and represent a proportional number of PIC Board members, State/SDA/PIC JTPA administrative staff, JOBS administrative staff, job training program administrative/management staff, job training program line staff, training program participants, social services caseworkers, vocational instructors, employers, and union representatives. WOW also encourages organizations administering the survey to develop a cover sheet on their own letterhead, rather than using the WOW cover sheet.

Forms and instructions for tallying survey results are included at the end of the survey package.

NONTRADITIONAL OCCUPATIONS SURVEY

(Nontraditional occupations are those jobs in which 25 percent or less of those employed are women.)

A) Please indicate to what extent you agree with the following statements

1 = strongly agree **3 = disagree**
2 = agree **4 = strongly disagree**

1. Women are in the labor force to earn some extra spending money 1 2 3 4
2. Women and men are represented equally in most occupations 1 2 3 4
3. Jobs in which women are traditionally employed pay salaries comparable to jobs in which men are traditionally employed 1 2 3 4
4. Certain jobs are "men's work" and other jobs are "women's work" 1 2 3 4
5. Blue-collar work or heavy, physical labor is nontraditional for women 1 2 3 4
6. Women are not strong enough to do heavy labor 1 2 3 4
7. Nontraditional jobs are too dirty, noisy, and dangerous for women 1 2 3 4
8. A woman's place is in the home, not on a construction site 1 2 3 4
9. Women won't like trade work 1 2 3 4
10. Women will leave a job to get married and have children; therefore, the job should go to a man who will stay 1 2 3 4
11. Women workers are more expensive to employ because they miss too much work due to children's illness and pregnancy 1 2 3 4
12. Married women who have husbands to support them should stay home and leave the good paying jobs for men 1 2 3 4
13. Women on a job site make it difficult for men to concentrate; they are too distracting 1 2 3 4
14. Women will lose their femininity if they work in a trade 1 2 3 4
15. Women do not have the mechanical or mathematical aptitude for skilled trade work 1 2 3 4

B) It is important to increase the training, placement, and retention of women in nontraditional occupations in your community because . . . (Please check the 3 answers you agree with most; choose only 3.)

- ☐ 1. Women will earn more money and have better fringe benefits.
- ☐ 2. Training programs will increase their enrollments.
- ☐ 3. It will be easier for employers to meet civil rights laws.
- ☐ 4. The community unemployment rate will go down.
- ☐ 5. Women will have more opportunity for career advancement.

☐ 6. Training programs will have more integrated classes.

☐ 7. By the year 2000, two out of every three new entrants to the workforce will be women.

☐ 8. The Private Industry Council (PIC) will diversify its occupational training mix.

☐ 9. Women will increase their sense of self-worth.

☐ 10. Employers will have a better balanced workforce.

☐ 11. The community will have more women in visible roles.

☐ 12. Employers can hire women at less cost than they can hire men.

☐ 13. Employers will have more workers from which to choose.

☐ 14. The state/Service Delivery Area (SDA) will meet the goals of the Nontraditional Employment for Women (NEW) Act.

☐ 15. Unions will have a better balanced membership.

☐ 16. Women will have more training choices, which will result in their having a better occupational fit.

☐ 17. The PIC/service provider will increase its overall average wage at placement.

☐ 18. It is a route for women to pull themselves out of poverty.

☐ 19. Other (Please specify)_____

_____

C) **What do you think are the 3 main reasons why women do not enter nontraditional training programs in your community? (Please check the 3 answers you agree with most; choose only 3.)**

☐ 1. They don't have enough information about nontraditional opportunities.

☐ 2. Training program/social services staff discourage them.

☐ 3. They have no female role models.

☐ 4. The classes have mostly men in them.

☐ 5. They are worried about sexual harassment.

☐ 6. Training programs don't provide childcare or other supportive services.

☐ 7. There are no occupational skills-specific training or pre-apprenticeship programs open to them.

☐ 8. They feel employers would not hire them.

☐ 9. Women shouldn't really work in those kinds of jobs.

☐ 10. They think people might think they are lesbians.

☐ 11. Families and friends discourage them.

☐ 12. They feel they might be discriminated against.

☐ 13. They fear the work will be too strenuous.

☐ 14. They're afraid to compete with men in the workplace.

☐ 15. They don't think they're capable of doing these kinds of jobs.

☐ 16. They don't think unions will refer them to jobs.

☐ 17. They fear they'll be the only woman on a job site.

☐ 18. They think the work is too dangerous.

☐ 19. Other (Please specify)_____

_____

D) Please indicate your sex.

☐ 1. Male
☐ 2. Female

E) I am . . .

☐ 1. Black
☐ 2. White
☐ 3. Hispanic
☐ 4. Asian/Pacific Islander
☐ 5. Native American
☐ 6. Other

F) I am . . .

☐ 1. A PIC Board Member
☐ 2. A State/SDA/PIC JTPA Administrative Staff Person
☐ 3. A JOBS Administrative Staff Person
☐ 4. A Job Training Program Staff Person--Administrative/Management
☐ 5. A Job Training Program Staff Person--Line Staff
☐ 6. A Training Program Participant
☐ 7. A Social Services Caseworker
☐ 8. A Vocational Instructor
☐ 9. An Employer
☐ 10. A Union Representative
☐ 11. Other (Please indicate)_____

RESPONSE TALLY FORMS FOR NET NONTRADITIONAL OCCUPATIONS SURVEY

These forms are designed to assist you in tallying the responses to the survey. Simply go through each completed survey and record the answers on these forms by making a tick mark in the appropriate box for that response. When you have finished recording the answers on all the surveys, simply follow the instructions given below to tally the totals and percentages of each response.

Question A: Please indicate to what degree you agree with the following statements.

1) Women are in the labor force to earn some extra spending money.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

[Total up the number of respondents who answered each possible response and place those totals below. Then add these totals together to obtain the Grand Total who answered statement "1" of Question A. To determine the percentage of respondents who chose each possible response, divide each response total by the Grand Total. Then multiply by 100. FOLLOW THESE DIRECTIONS FOR EACH STATEMENT IN QUESTION A.]

Total for Response 1	_____	% Who Strongly Agree	_____%
Total for Response 2	_____	% Who Agree	_____%
Total for Response 3	_____	% Who Disagree	_____%
Total for Response 4	_____	% Who Strongly Disagree	_____%
GRAND TOTAL	_____		100%

2) Women and men are represented equally in most occupations.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1	_____	% Who Strongly Agree	_____%
Total for Response 2	_____	% Who Agree	_____%
Total for Response 3	_____	% Who Disagree	_____%
Total for Response 4	_____	% Who Strongly Disagree	_____%
GRAND TOTAL	_____		100%

3) **Jobs in which women are traditionally employed pay salaries comparable to jobs in which men are traditionally employed.**

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____

Total for Response 2 _____

Total for Response 3 _____

Total for Response 4 _____

GRAND TOTAL _____

% Who Strongly Agree _____%

% Who Agree _____%

% Who Disagree _____%

% Who Strongly Disagree _____%

100%

4) **Certain jobs are "men's work" and other jobs are "women's work."**

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____

Total for Response 2 _____

Total for Response 3 _____

Total for Response 4 _____

GRAND TOTAL _____

% Who Strongly Agree _____%

% Who Agree _____%

% Who Disagree _____%

% Who Strongly Disagree _____%

100%

5) **Blue-collar work or heavy, physical labor is nontraditional for women.**

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____
Total for Response 2 _____
Total for Response 3 _____
Total for Response 4 _____
GRAND TOTAL _____

% Who Strongly Agree _____%
% Who Agree _____%
% Who Disagree _____%
% Who Strongly Disagree _____%
100%

6) **Women are not strong enough to do heavy labor.**

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____
Total for Response 2 _____
Total for Response 3 _____
Total for Response 4 _____
GRAND TOTAL _____

% Who Strongly Agree _____%
% Who Agree _____%
% Who Disagree _____%
% Who Strongly Disagree _____%
100%

7) Nontraditional jobs are too dirty, noisy, and dangerous for women.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____
Total for Response 2 _____
Total for Response 3 _____
Total for Response 4 _____
GRAND TOTAL _____

% Who Strongly Agree _____%
% Who Agree _____%
% Who Disagree _____%
% Who Strongly Disagree _____%
100%

8) A woman's place is in the home, not on a construction site.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____
Total for Response 2 _____
Total for Response 3 _____
Total for Response 4 _____
GRAND TOTAL _____

% Who Strongly Agree _____%
% Who Agree _____%
% Who Disagree _____%
% Who Strongly Disagree _____%
100%

9) Women won't like trade work.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____ | % Who Strongly Agree _____%

Total for Response 2 _____ | % Who Agree _____%

Total for Response 3 _____ | % Who Disagree _____%

Total for Response 4 _____ | % Who Strongly Disagree _____%

GRAND TOTAL _____ | 100%

10) Women will leave a job to get married and have children; therefore, the job should go to a man who will stay.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____ | % Who Strongly Agree _____%

Total for Response 2 _____ | % Who Agree _____%

Total for Response 3 _____ | % Who Disagree _____%

Total for Response 4 _____ | % Who Strongly Disagree _____%

GRAND TOTAL _____ | 100%

11) Women workers are more expensive to employ because they miss too much work due to children's illness and pregnancy.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1	_____	% Who Strongly Agree	_____%
Total for Response 2	_____	% Who Agree	_____%
Total for Response 3	_____	% Who Disagree	_____%
Total for Response 4	_____	% Who Strongly Disagree	_____%
GRAND TOTAL	_____		100%

12) Married women who have husbands to support them should stay home and leave the good paying jobs for men.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1	_____	% Who Strongly Agree	_____%
Total for Response 2	_____	% Who Agree	_____%
Total for Response 3	_____	% Who Disagree	_____%
Total for Response 4	_____	% Who Strongly Disagree	_____%
GRAND TOTAL	_____		100%

13) Women on a job site make it difficult for men to concentrate; they are too distracting.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____
Total for Response 2 _____
Total for Response 3 _____
Total for Response 4 _____
GRAND TOTAL _____

% Who Strongly Agree _____%
% Who Agree _____%
% Who Disagree _____%
% Who Strongly Disagree _____%
100%

14) Women will lose their femininity if they work in a trade.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1 _____
Total for Response 2 _____
Total for Response 3 _____
Total for Response 4 _____
GRAND TOTAL _____

% Who Strongly Agree _____%
% Who Agree _____%
% Who Disagree _____%
% Who Strongly Disagree _____%
100%

15) Women do not have the mechanical or mathematical aptitude for skilled trade work.

Strongly Agree	Agree	Disagree	Strongly Disagree
1	2	3	4

Total for Response 1	_____	% Who Strongly Agree	_____%
Total for Response 2	_____	% Who Agree	_____%
Total for Response 3	_____	% Who Disagree	_____%
Total for Response 4	_____	% Who Strongly Disagree	_____%
GRAND TOTAL	_____		100%

Question B: It is important to increase the training, placement, and retention of women in nontraditional occupations in your community because...(Please check the 3 answers you agree with most; choose only 3.)

[For Questions B and C, where respondents are able to choose more than one response, the calculation of the percentage is different. After tallying up the total number of respondents checking each response choice, divide that number by the total number of people answering the survey. Then multiply by 100. The three choices with the highest percentages are the three answers most agreed with.]

	# Choosing This Response	Total	Percentage
1. Women will earn more money and have better fringe benefits.			
2. Training programs will increase their enrollments.			
3. It will be easier for employers to meet civil rights laws.			
4. The community unemployment rate will go down.			
5. Women will have more opportunity for career advancement.			
6. Training programs will have more integrated classes.			
7. By the year 2000, two out of every three new entrants to the workforce will be women.			
8. The Private Industry Council (PIC) will diversify its occupational training mix.			
9. Women will increase their sense of self-worth.			
10. Employers will have a better balanced workforce.			
11. The community will have more women in visible roles.			
12. Employers can hire women at less cost than they can hire men.			
13. Employers will have more workers from which to choose.			
14. The state/Service Delivery Area (SDA) will meet the goals of the Nontraditional Employment for Women (NEW) Act.			

Question B (continued)

	# Choosing This Response	Total	Percentage
15. Unions will have a better balanced membership.			
16. Women will have more training choices, which will result in their having a better occupational fit.			
17. The PIC/service provider will increase its overall average wage at placement.			
18. It is a route for women to pull themselves out of poverty.			
19. Other (Please specify)			

Question C: What do you think are the 3 main reasons why women do not enter nontraditional training programs in your community? (Please check the 3 answers you agree with most; choose only 3.)

	# Choosing This Response	Total	Percentage
1. They don't have enough information about nontraditional opportunities.			
2. Training program/social services staff discourage them.			
3. They have no female role models.			
4. The classes have mostly men in them.			
5. They are worried about sexual harassment.			
6. Training programs don't provide childcare or other supportive services.			
7. There are no occupational skills-specific training or pre-apprenticeship programs open to them.			
8. They feel employers would not hire them.			
9. Women shouldn't really work in those kinds of jobs.			
10. They think people might think they are lesbians.			
11. Families and friends discourage them.			
12. They feel they might be discriminated against.			
13. They fear the work will be too strenuous.			
14. They're afraid to compete with men in the workplace.			

Question C (continued)

	# Choosing This Response	Total	Percentage
15. They don't think they're capable of doing these kinds of jobs.			
16. They don't think unions will refer them to jobs.			
17. They fear they'll be the only woman on a job site.			
18. They think the work is too dangerous.			
19. Other (Please specify)			

Question D: Please indicate your sex.

1. Male	
2. Female	

[Total up the number of respondents who answered each possible response and place those below. Then add these totals together to obtain the Grand Total. To determine the percentage of respondents who chose each possible response, divide each response total by the Grand Total. Then multiply by 100.]

Total # of Males _____ | % of Males _____%

Total # of Females _____ | % of Females _____%

GRAND TOTAL _____ | 100%

Question E: I am. . .

	# Choosing This Response
1. Black	
2. White	
3. Hispanic	
4. Asian/Pacific Islander	
5. Native American	
6. Other	

[Total up the number of respondents who answered each possible response and place those totals below. Then add these totals together to obtain the Grand Total. To determine the percentage of respondents who chose each possible response, divide each response by the Grand Total. Then multiply by 100.]

Total # of Blacks	_____	% Blacks	_____%
Total # of Whites	_____	% Whites	_____%
Total # of Hispanics	_____	% Hispanic	_____%
Total # Asian/Pacific Islndr	_____	% Asian/Pacific Islndr	_____%
Total # Native American	_____	% Native American	_____%
Total # of Other	_____	% Other	_____%
GRAND TOTAL	_____		100%

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Question F: I am . . .

	# Choosing this Reponse
1. A PIC Board Member	
2. A State/SDA/PIC JTPA Administrative Staff Person	
3. A JOBS Administrative Staff Person	
4. A Job Training Program Staff Person -- Administrative/Management	
5. A Job Training Program Staff Person -- Line Staff	
6. A Training Program Participant	
7. A Social Services Caseworker	
8. A Vocational Instructor	
9. An Employer	
10. A Union Representative	
11. Other (Please indicate)	

[Total up the number of respondents who answered each possible response and place those totals below. Then add these totals together to obtain the Grand Total. To determine the percentage of respondents who chose each possible response, divide each response total by the Grand Total. Then multiply by 100.]

Total # PIC Board Member	_____	% PIC Board Member	_____%
Total # JTPA Admin. Staff	_____	% JTPA Admin. Staff	_____%
Total # JOBS Admin. Staff	_____	% JOBS Admin. Staff	_____%
Total # Trng. Prgm. (Admin./Mgmt.)	_____	% Trng. Prgm. (Admin./Mgmt.)	_____%
Total # Trng. Prgm. (Line)	_____	% Trng. Prgm. (Line)	_____%
Total # Trng. Prgm. Part.	_____	% Trng. Pgrm. Part.	_____%
Total # Social Svcs. Cswkr.	_____	% Social Svcs. Cswrkr.	_____%
Total # Vocational Instr.	_____	% Vocational Instr.	_____%
Total # Employer	_____	% Employer	_____%
Total # Union Representative	_____	% Union Representative	_____%
Total # of Other	_____	% Other	_____%
GRAND TOTAL	_____		100%

NOTE: If you wish to profile the respondents in order to determine how each group answered each survey question, you must make out separate tally sheets for each individual profile. For example, suppose you wish to determine whether PIC members answered the survey differently than employers. You would first separate the surveys according to whether the respondent is a PIC member or an employer. Then you would fill out a separate tally sheet for the PIC members and one for the employers. This will enable you to compare responses between the two groups of respondents.

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MYTHS AND FACTS ABOUT NONTRADITIONAL WORK

DISCUSSION OF NET NONTRADITIONAL OCCUPATIONS SURVEY (PART A)

Myth 1. Women are in the labor force to earn some extra spending money.

F A C T The majority of women work because of economic need. In March 1988, 58.5 percent of women in the labor force were either single (25 percent), divorced (12 percent), widowed (4 percent), separated (4 percent), or had husbands whose annual 1987 earnings were less than $15,000 (13.5 percent).

Myth 2. Women and men are represented equally in most occupations.

F A C T Women workers are concentrated in traditionally female occupations. In 1989, women represented 80 percent of all administrative support (including clerical) workers, and 68 percent of all retail and personal services workers, but only 9 percent of all precision production, craft, and repair workers and 7.2 percent of all apprentices.

Myth 3. Jobs in which women are traditionally employed pay salaries comparable to jobs in which men are traditionally employed.

F A C T Jobs in which men are traditionally employed typically pay 30 percent more than traditionally female jobs.

Myth 4. Certain jobs are "men's work" and other jobs are "women's work."

F A C T Attitudes about which jobs are appropriate for men and which ones are appropriate for women are the result of tradition and socialization. The vast majority of job requirements are unrelated to sex.

Myth 5. Blue-collar work or heavy, physical labor is nontraditional for women.

F A C T Many jobs now thought to be nontraditional for women have been performed by women in the past. Throughout history, women have done heavy labor on the farm and in the fields alongside men, and during World War II, over 6 million women entered the labor force to build ships, airplanes and factory goods.

Myth 6. Women are not strong enough to do heavy labor.

F A C T The strength requirements for nontraditional jobs are often exaggerated. Many nontraditional jobs are less physically demanding than housework, and many traditional women's jobs, such as nursing and waitressing, are just as physically demanding as some nontraditional jobs. Moreover, the Occupational Safety and Health Administration (OSHA) requires that special equipment be provided for very heavy jobs regardless of whether they are being done by a man or a woman. In addition, mechanization continues to decrease the level of physical demand of many jobs. Finally, while the average man is stronger than the average woman, some women are stronger than some men. Women have excellent lower-body strength and with training can develop strong upper-body muscles as well.

Myth 7. Nontraditional jobs are too dirty, noisy, and dangerous for women.

F A C T Nontraditional jobs are often dirty and sometimes dangerous. However, both men and women must weigh the hazards with the benefits of taking certain jobs. In addition, many traditionally female jobs, like mothering and nursing, are dirty and messy, and some also have health hazards, such as computer terminal radiation and carpal tunnel syndrome.

Myth 8. A woman's place is in the home, not on a construction site.

F A C T In 1990, women accounted for 45 percent of the civilian workforce. Two out of every three workers entering the labor force between 1990 and 2005 will be women. The majority of women work because of economic necessity, and nontraditional jobs better enable women to support themselves and their families.

Myth 9. Women won't like trade work.

F A C T Many women enjoy working with their hands and outdoors. They take great pride in in knowing they have helped to build or create something. As a result, researchers have found that most tradeswomen have a high degree of job satisfaction.

Myth 10. Women will leave a job to get married and have children; therefore, the job should go to a man who will stay.

F A C T On average, women will work 30 years over the course of their lifetimes, regardless of whether or not they are married. Of those women who do leave to have children, the majority return to work as soon as the children are old enough to be left in childcare.

Myth 11. Women workers are more expensive to employ because they miss too much work due to children's illness and pregnancy.

F A C T Studies have shown very little difference in the absentee rates of men and women workers. In fact, women over 45 are out sick substantially less often than men their age.

Myth 12. Married women who have husbands to support them should stay home and leave the good paying jobs for men.

F A C T Many American families are unable to support themselves on a single income. As a result, the proportion of married-couple families with the wife in the paid labor force rose from approximately 40 percent in 1972 to 56 percent in 1988. In that same year, the median income of married-couple families with the wife working outside the home was $42,709 compared to $27,220 for those without the wife in the paid labor force. According to the U.S. Department of Labor, even if all the employed married women gave their jobs to unemployed men, there would still be 1.2 million unfilled jobs.

Myth 13. Women on a job site make it difficult for men to concentrate; they are too distracting.

F A C T While sexual harassment can be particularly harsh for women working in nontraditional occupations, it can happen in any work environment. The problem that must be stopped, however, is the harassing behavior, not women's entrance into the workplace.

Myth 14. Women will lose their femininity if they work in a trade.

F A C T Women can encounter offensive language anywhere, not just on the job site. While women need to be physically prepared for nontraditional jobs, there is nothing unfeminine about being physically fit.

Myth 15. Women do not have the mechanical or mathematical aptitude for skilled trade work.

F A C T There is no difference in women's and men's innate skills and potential to justify existing occupational segregation. A study conducted by the Johnson O'Conner Research Foundation Human Engineering Laboratory found no difference attributable to sex in 14 of 22 aptitude tests given to men and women. In the eight remaining tests, women excelled in six tests and men scored higher in two.

Adapted from the Orientation to Nontraditional Occupations for Women (ONOW) Curriculum of the Ohio Department of Education; the Women in Highway Construction manual of the U.S. Departments of Transportation and Labor; and *20 Facts on Women Workers* (1990), US DOL Women's Bureau.